



2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Region 3 Total

1st Level Trend Report

United States Office of
Personnel Management

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Response Summary

	Surveys Completed
2014 Governmentwide	392,752
2014 Environmental Protection Agency	3,863
2014 Region 3 Total	215
2013 Region 3 Total	285
2012 Region 3 Total	521
2011 Region 3 Total	444
2010 Region 3 Total	456

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2014 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2013 to 2014.

Note: The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

Environmental Protection Agency

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,977	59.1%	17.4%	23.5%	
2014 Environmental Protection Agency	3,856	58.8%	17.3%	23.9%	
2014 Region 3 Total	215	64.4%	12.6%	23.0%	→
2013 Region 3 Total	285	64.6%	20.2%	15.3%	↘
2012 Region 3 Total	520	74.5%	12.4%	13.1%	→
2011 Region 3 Total	444	77.1%	11.1%	11.8%	→
2010 Region 3 Total	455	75.9%	11.4%	12.7%	

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	388,077	69.2%	15.2%	15.6%	
2014 Environmental Protection Agency	3,820	67.4%	15.7%	16.9%	
2014 Region 3 Total	214	73.3%	11.8%	14.9%	→
2013 Region 3 Total	284	76.4%	16.5%	7.1%	→
2012 Region 3 Total	520	80.1%	13.6%	6.3%	→
2011 Region 3 Total	444	76.7%	13.8%	9.4%	↘
2010 Region 3 Total	455	82.9%	9.2%	7.9%	

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	385,690	55.2%	19.0%	25.8%	
2014 Environmental Protection Agency	3,795	58.5%	17.6%	23.9%	
2014 Region 3 Total	212	58.7%	19.6%	21.7%	→
2013 Region 3 Total	281	59.4%	22.2%	18.3%	↘
2012 Region 3 Total	514	68.3%	17.5%	14.3%	→
2011 Region 3 Total	442	71.4%	16.7%	11.9%	→
2010 Region 3 Total	455	70.1%	16.0%	13.9%	

Environmental Protection Agency

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My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,314	69.6%	15.0%	15.4%	
2014 Environmental Protection Agency	3,837	70.1%	14.2%	15.7%	
2014 Region 3 Total	214	75.0%	11.2%	13.8%	→
2013 Region 3 Total	284	73.7%	16.1%	10.3%	→
2012 Region 3 Total	521	78.0%	11.7%	10.3%	→
2011 Region 3 Total	444	79.7%	8.6%	11.7%	→
2010 Region 3 Total	456	80.4%	10.8%	8.8%	

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	384,679	82.2%	11.3%	6.5%	
2014 Environmental Protection Agency	3,784	79.7%	12.7%	7.6%	
2014 Region 3 Total	209	82.2%	12.0%	5.8%	→
2013 Region 3 Total	282	83.7%	12.9%	3.4%	→
2012 Region 3 Total	519	85.7%	9.1%	5.2%	→
2011 Region 3 Total	442	83.9%	10.0%	6.1%	→
2010 Region 3 Total	455	84.9%	10.6%	4.5%	

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	387,941	78.8%	11.5%	9.7%	
2014 Environmental Protection Agency	3,811	76.1%	13.6%	10.3%	
2014 Region 3 Total	214	79.7%	11.9%	8.4%	→
2013 Region 3 Total	279	81.9%	11.3%	6.8%	→
2012 Region 3 Total	516	84.7%	8.0%	7.2%	→
2011 Region 3 Total	443	82.1%	9.5%	8.4%	→
2010 Region 3 Total	453	82.8%	10.6%	6.5%	

Environmental Protection Agency

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,516	95.6%	2.8%	1.6%	
2014 Environmental Protection Agency	3,833	95.9%	2.5%	1.5%	
2014 Region 3 Total	212	97.5%	1.2%	1.3%	→
2013 Region 3 Total	285	95.3%	4.0%	0.7%	→
2012 Region 3 Total	519	96.8%	2.3%	0.9%	→
2011 Region 3 Total	442	97.4%	1.8%	0.7%	→
2010 Region 3 Total	453	97.3%	2.3%	0.4%	

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,789	90.2%	7.9%	1.9%	
2014 Environmental Protection Agency	3,846	88.0%	10.1%	1.9%	
2014 Region 3 Total	215	87.4%	12.1%	0.5%	→
2013 Region 3 Total	284	85.3%	12.7%	2.0%	→
2012 Region 3 Total	519	88.5%	10.0%	1.6%	→
2011 Region 3 Total	441	89.2%	8.1%	2.8%	→
2010 Region 3 Total	454	89.3%	9.4%	1.3%	

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	390,739	44.8%	16.5%	38.7%	935	
2014 Environmental Protection Agency	3,845	33.9%	16.6%	49.5%	8	
2014 Region 3 Total	214	37.9%	20.6%	41.5%	0	→
2013 Region 3 Total	285	37.8%	20.9%	41.3%	0	↘
2012 Region 3 Total	519	48.1%	17.7%	34.2%	0	→
2011 Region 3 Total	444	48.9%	18.7%	32.4%	0	→
2010 Region 3 Total	451	52.7%	16.9%	30.4%	1	

Environmental Protection Agency

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,209	56.5%	16.7%	26.8%	720	
2014 Environmental Protection Agency	3,826	49.9%	19.0%	31.1%	8	
2014 Region 3 Total	213	59.3%	15.6%	25.1%	0	→
2013 Region 3 Total	283	61.4%	18.0%	20.6%	0	→
2012 Region 3 Total	517	64.8%	15.2%	20.0%	0	→
2011 Region 3 Total	443	61.2%	16.9%	21.9%	0	→
2010 Region 3 Total	455	60.2%	17.3%	22.6%	0	

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,178	56.5%	17.2%	26.3%	1,880	
2014 Environmental Protection Agency	3,692	52.6%	16.6%	30.8%	14	
2014 Region 3 Total	208	59.0%	13.4%	27.6%	0	→
2013 Region 3 Total	276	56.4%	20.1%	23.5%	0	↘
2012 Region 3 Total	510	64.3%	16.0%	19.6%	2	→
2011 Region 3 Total	441	62.8%	15.9%	21.3%	2	→
2010 Region 3 Total	450	63.3%	16.1%	20.6%	4	

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,298	81.9%	10.7%	7.4%	1,540	
2014 Environmental Protection Agency	3,832	80.8%	11.6%	7.6%	12	
2014 Region 3 Total	214	81.8%	12.5%	5.6%	0	→
2013 Region 3 Total	283	82.2%	10.8%	6.9%	2	↘
2012 Region 3 Total	519	87.0%	9.0%	4.0%	0	→
2011 Region 3 Total	443	86.9%	9.1%	4.0%	1	→
2010 Region 3 Total	451	86.8%	10.3%	3.0%	2	

Environmental Protection Agency

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	384,209	89.6%	7.1%	3.3%	1,147	
2014 Environmental Protection Agency	3,791	85.0%	10.8%	4.2%	11	
2014 Region 3 Total	210	85.6%	12.6%	1.8%	0	→
2013 Region 3 Total	280	86.1%	11.5%	2.4%	1	↘
2012 Region 3 Total	519	90.1%	7.7%	2.3%	0	↘
2011 Region 3 Total	443	92.8%	5.9%	1.4%	0	↗
2010 Region 3 Total	450	90.4%	7.6%	2.0%	3	

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,314	65.6%	14.3%	20.1%	1,736	
2014 Environmental Protection Agency	3,832	68.0%	13.9%	18.1%	12	
2014 Region 3 Total	214	74.3%	11.6%	14.1%	0	→
2013 Region 3 Total	283	74.6%	13.9%	11.4%	1	→
2012 Region 3 Total	516	74.9%	11.7%	13.4%	1	→
2011 Region 3 Total	443	71.8%	13.2%	15.0%	1	→
2010 Region 3 Total	455	68.1%	16.2%	15.7%	0	

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,888	68.2%	14.9%	16.9%	4,845	
2014 Environmental Protection Agency	3,815	66.7%	16.7%	16.6%	29	
2014 Region 3 Total	213	70.0%	14.5%	15.4%	2	→
2013 Region 3 Total	282	71.8%	20.3%	7.9%	2	→
2012 Region 3 Total	517	69.8%	18.7%	11.5%	2	→
2011 Region 3 Total	436	70.7%	15.9%	13.4%	3	→
2010 Region 3 Total	454	66.5%	19.1%	14.4%	0	

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	387,980	81.1%	12.5%	6.4%	1,810	
2014 Environmental Protection Agency	3,830	80.3%	13.5%	6.1%	22	
2014 Region 3 Total	212	83.7%	9.1%	7.2%	2	→
2013 Region 3 Total	284	80.1%	14.8%	5.2%	1	→
2012 Region 3 Total	518	84.2%	12.5%	3.3%	1	→
2011 Region 3 Total	440	86.1%	9.8%	4.1%	1	→
2010 Region 3 Total	454	86.0%	10.0%	4.1%	0	

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	373,094	60.3%	19.3%	20.4%	16,950	
2014 Environmental Protection Agency	3,532	58.3%	21.3%	20.4%	312	
2014 Region 3 Total	198	61.5%	20.2%	18.3%	15	→
2013 Region 3 Total	256	62.4%	26.9%	10.7%	27	→
2012 Region 3 Total	475	66.3%	22.7%	11.0%	43	→
2011 Region 3 Total	411	65.0%	22.4%	12.7%	31	↘
2010 Region 3 Total	413	69.2%	19.4%	11.4%	39	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,903	49.6%	23.8%	26.5%	4,288	
2014 Environmental Protection Agency	3,812	39.8%	24.6%	35.6%	39	
2014 Region 3 Total	213	50.0%	23.4%	26.6%	2	→
2013 Region 3 Total	285	49.7%	26.5%	23.9%	0	→
2012 Region 3 Total	519	51.3%	26.8%	21.9%	1	↘
2011 Region 3 Total	438	59.8%	24.8%	15.5%	2	↗
2010 Region 3 Total	450	52.4%	25.0%	22.6%	3	

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My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	382,953	67.5%	14.6%	18.0%	8,987	
2014 Environmental Protection Agency	3,807	56.9%	17.8%	25.2%	53	
2014 Region 3 Total	214	52.1%	18.1%	29.8%	1	→
2013 Region 3 Total	283	58.0%	20.4%	21.6%	2	→
2012 Region 3 Total	512	59.5%	22.6%	18.0%	9	→
2011 Region 3 Total	435	60.6%	16.7%	22.7%	8	→
2010 Region 3 Total	453	59.2%	17.2%	23.6%	1	

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,426	72.1%	14.2%	13.8%	
2014 Environmental Protection Agency	3,852	75.7%	12.6%	11.7%	
2014 Region 3 Total	214	77.2%	11.7%	11.2%	→
2013 Region 3 Total	285	81.1%	14.0%	5.0%	→
2012 Region 3 Total	517	83.6%	10.7%	5.7%	→
2011 Region 3 Total	436	81.3%	10.4%	8.4%	→
2010 Region 3 Total	443	81.9%	11.1%	7.0%	

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	376,727	40.6%	26.4%	33.0%	14,985	
2014 Environmental Protection Agency	3,700	27.9%	23.7%	48.3%	155	
2014 Region 3 Total	202	33.2%	26.8%	40.1%	12	→
2013 Region 3 Total	270	37.0%	31.5%	31.5%	15	↘
2012 Region 3 Total	499	51.5%	28.3%	20.2%	21	↘
2011 Region 3 Total	425	57.1%	24.9%	18.1%	19	↗
2010 Region 3 Total	441	49.0%	28.0%	23.0%	13	

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My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	362,631	32.0%	28.7%	39.3%	26,462	
2014 Environmental Protection Agency	3,501	32.6%	25.9%	41.6%	332	
2014 Region 3 Total	201	26.5%	34.2%	39.3%	13	↘
2013 Region 3 Total	263	36.2%	32.7%	31.1%	21	→
2012 Region 3 Total	479	39.0%	33.2%	27.8%	41	→
2011 Region 3 Total	410	43.1%	26.9%	30.1%	31	→
2010 Region 3 Total	432	38.0%	33.9%	28.1%	23	

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,178	28.2%	26.9%	44.9%	35,600	
2014 Environmental Protection Agency	3,382	23.0%	28.7%	48.4%	461	
2014 Region 3 Total	194	17.8%	30.1%	52.1%	20	↘
2013 Region 3 Total	247	24.9%	33.3%	41.8%	37	↘
2012 Region 3 Total	444	31.5%	34.5%	34.0%	76	→
2011 Region 3 Total	400	30.7%	33.1%	36.2%	44	→
2010 Region 3 Total	407	31.0%	32.6%	36.4%	48	

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	368,267	31.5%	28.4%	40.1%	22,310	
2014 Environmental Protection Agency	3,533	30.1%	26.8%	43.1%	315	
2014 Region 3 Total	199	26.9%	26.6%	46.6%	15	→
2013 Region 3 Total	265	30.7%	30.5%	38.8%	20	↘
2012 Region 3 Total	462	37.2%	32.1%	30.7%	55	→
2011 Region 3 Total	413	38.6%	30.7%	30.7%	31	→
2010 Region 3 Total	426	40.4%	32.0%	27.6%	28	

Environmental Protection Agency

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My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,099	38.0%	25.7%	36.3%	25,833	
2014 Environmental Protection Agency	3,467	39.4%	23.4%	37.3%	377	
2014 Region 3 Total	196	36.2%	25.3%	38.5%	19	→
2013 Region 3 Total	259	41.5%	31.5%	27.0%	24	→
2012 Region 3 Total	470	46.9%	30.0%	23.0%	50	→
2011 Region 3 Total	402	49.1%	25.0%	25.9%	41	→
2010 Region 3 Total	425	50.3%	27.4%	22.3%	30	

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,041	71.9%	14.6%	13.5%	1,704	
2014 Environmental Protection Agency	3,836	74.4%	12.4%	13.1%	19	
2014 Region 3 Total	215	77.1%	11.0%	11.9%	0	→
2013 Region 3 Total	280	80.7%	12.6%	6.6%	2	→
2012 Region 3 Total	520	79.4%	10.4%	10.2%	0	→
2011 Region 3 Total	441	78.3%	11.8%	9.8%	1	→
2010 Region 3 Total	450	78.9%	12.2%	8.9%	2	

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,813	50.8%	30.2%	19.0%	15,161	
2014 Environmental Protection Agency	3,675	41.5%	33.6%	24.9%	181	
2014 Region 3 Total	208	43.0%	33.1%	24.0%	7	↘
2013 Region 3 Total	258	51.6%	31.9%	16.4%	26	→
2012 Region 3 Total	496	53.5%	32.3%	14.2%	22	↘
2011 Region 3 Total	420	60.4%	26.5%	13.1%	23	→
2010 Region 3 Total	432	56.3%	31.0%	12.7%	21	

Environmental Protection Agency

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,716	81.8%	14.6%	3.6%	
2014 Environmental Protection Agency	3,851	84.8%	13.2%	2.0%	
2014 Region 3 Total	214	89.9%	7.0%	3.1%	→
2013 Region 3 Total	285	89.9%	9.9%	0.3%	→
2012 Region 3 Total	520	91.6%	7.6%	0.8%	↗
2011 Region 3 Total	443	88.8%	9.5%	1.7%	→
2010 Region 3 Total	449	89.6%	9.7%	0.7%	

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,647	68.5%	18.3%	13.2%	7,045	
2014 Environmental Protection Agency	3,684	63.3%	18.9%	17.8%	111	
2014 Region 3 Total	210	73.1%	13.5%	13.3%	2	→
2013 Region 3 Total	279	76.3%	12.8%	10.9%	3	→
2012 Region 3 Total	506	79.4%	13.3%	7.3%	9	→
2011 Region 3 Total	428	80.2%	13.8%	6.0%	11	→
2010 Region 3 Total	440	81.9%	10.8%	7.4%	9	

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,805	41.9%	25.7%	32.4%	8,728	
2014 Environmental Protection Agency	3,697	36.7%	24.6%	38.7%	101	
2014 Region 3 Total	210	44.2%	18.8%	37.0%	3	↘
2013 Region 3 Total	277	53.3%	23.2%	23.5%	5	→
2012 Region 3 Total	503	58.2%	20.9%	20.9%	10	→
2011 Region 3 Total	432	61.9%	19.9%	18.2%	8	→
2010 Region 3 Total	436	62.8%	22.6%	14.6%	13	

Environmental Protection Agency

Region 3 Total

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,902	44.6%	24.2%	31.2%	7,530	
2014 Environmental Protection Agency	3,701	48.6%	23.0%	28.4%	76	
2014 Region 3 Total	209	48.0%	22.6%	29.4%	2	↘
2013 Region 3 Total	278	56.3%	21.1%	22.6%	3	→
2012 Region 3 Total	502	61.8%	21.8%	16.4%	11	→
2011 Region 3 Total	436	61.9%	23.8%	14.2%	5	→
2010 Region 3 Total	443	65.9%	18.9%	15.2%	5	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	371,008	34.8%	29.5%	35.7%	12,026	
2014 Environmental Protection Agency	3,665	40.4%	26.5%	33.0%	108	
2014 Region 3 Total	200	40.8%	28.6%	30.6%	11	→
2013 Region 3 Total	272	43.6%	29.3%	27.1%	10	→
2012 Region 3 Total	496	48.3%	32.3%	19.4%	15	↘
2011 Region 3 Total	424	53.1%	28.1%	18.8%	13	→
2010 Region 3 Total	437	55.2%	26.5%	18.3%	10	

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,757	19.6%	26.5%	54.0%	25,095	
2014 Environmental Protection Agency	3,462	15.4%	25.3%	59.3%	308	
2014 Region 3 Total	200	13.3%	28.4%	58.3%	11	→
2013 Region 3 Total	256	13.7%	32.5%	53.9%	26	↘
2012 Region 3 Total	457	18.6%	36.1%	45.3%	55	↘
2011 Region 3 Total	404	24.3%	31.8%	43.8%	35	→
2010 Region 3 Total	411	21.5%	37.7%	40.8%	36	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,225	55.5%	29.2%	15.4%	29,633	
2014 Environmental Protection Agency	3,558	59.2%	23.8%	17.0%	238	
2014 Region 3 Total	203	66.7%	18.6%	14.7%	10	↘
2013 Region 3 Total	266	74.9%	19.0%	6.2%	13	→
2012 Region 3 Total	485	72.6%	17.0%	10.4%	27	→
2011 Region 3 Total	429	73.5%	17.4%	9.1%	11	→
2010 Region 3 Total	429	71.1%	20.7%	8.2%	17	

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,670	76.0%	13.7%	10.4%	5,777	
2014 Environmental Protection Agency	3,709	83.3%	11.6%	5.0%	83	
2014 Region 3 Total	212	88.5%	7.9%	3.6%	1	→
2013 Region 3 Total	277	90.4%	7.0%	2.6%	4	→
2012 Region 3 Total	506	89.7%	6.6%	3.6%	7	→
2011 Region 3 Total	438	88.6%	8.9%	2.6%	2	→
2010 Region 3 Total	440	87.0%	9.4%	3.6%	6	

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,944	76.0%	14.4%	9.6%	5,237	
2014 Environmental Protection Agency	3,726	75.5%	16.5%	8.0%	62	
2014 Region 3 Total	209	92.3%	5.5%	2.1%	2	→
2013 Region 3 Total	281	91.2%	6.2%	2.6%	1	↗
2012 Region 3 Total	513	85.7%	10.0%	4.3%	0	→
2011 Region 3 Total	435	85.5%	10.0%	4.5%	6	→
2010 Region 3 Total	441	85.8%	10.3%	3.9%	5	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	361,372	50.3%	23.1%	26.5%	21,762	
2014 Environmental Protection Agency	3,499	50.8%	22.6%	26.6%	289	
2014 Region 3 Total	202	57.7%	17.2%	25.1%	10	→
2013 Region 3 Total	258	58.6%	25.1%	16.3%	24	→
2012 Region 3 Total	478	60.3%	20.8%	19.0%	35	→
2011 Region 3 Total	414	58.0%	24.3%	17.7%	25	→
2010 Region 3 Total	424	59.9%	24.9%	15.2%	23	

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	347,433	65.2%	20.2%	14.6%	33,840	
2014 Environmental Protection Agency	3,290	65.9%	19.4%	14.7%	480	
2014 Region 3 Total	189	70.5%	18.5%	11.0%	20	↘
2013 Region 3 Total	245	78.8%	14.6%	6.5%	34	→
2012 Region 3 Total	443	77.1%	14.9%	8.0%	68	→
2011 Region 3 Total	404	74.4%	15.7%	9.9%	36	→
2010 Region 3 Total	417	72.1%	19.7%	8.2%	30	

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,864	73.0%	18.2%	8.8%	7,407	
2014 Environmental Protection Agency	3,729	67.3%	22.2%	10.5%	61	
2014 Region 3 Total	208	70.1%	18.3%	11.6%	3	→
2013 Region 3 Total	279	75.5%	17.6%	7.0%	3	↘
2012 Region 3 Total	506	81.0%	13.8%	5.2%	6	↘
2011 Region 3 Total	436	88.1%	8.9%	3.0%	4	↗
2010 Region 3 Total	435	84.3%	12.7%	3.0%	7	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	383,760	62.1%	21.6%	16.4%	
2014 Environmental Protection Agency	3,793	62.6%	20.4%	16.9%	
2014 Region 3 Total	213	76.1%	13.5%	10.4%	→
2013 Region 3 Total	279	80.6%	13.7%	5.7%	↘
2012 Region 3 Total	515	86.6%	7.5%	6.0%	→
2011 Region 3 Total	439	84.5%	9.3%	6.2%	→
2010 Region 3 Total	446	84.9%	9.6%	5.5%	

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	350,655	38.1%	28.5%	33.4%	33,370	
2014 Environmental Protection Agency	3,400	37.6%	29.5%	32.8%	395	
2014 Region 3 Total	200	46.6%	25.4%	28.1%	13	→
2013 Region 3 Total	256	44.2%	31.4%	24.3%	25	↘
2012 Region 3 Total	466	52.0%	29.9%	18.1%	49	→
2011 Region 3 Total	396	51.0%	31.3%	17.7%	44	→
2010 Region 3 Total	422	53.4%	30.9%	15.7%	25	

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,621	77.3%	11.5%	11.2%	2,306	
2014 Environmental Protection Agency	3,759	84.4%	8.6%	7.0%	28	
2014 Region 3 Total	209	90.7%	4.4%	4.9%	2	→
2013 Region 3 Total	282	91.0%	6.3%	2.7%	0	→
2012 Region 3 Total	510	87.7%	8.4%	3.9%	2	→
2011 Region 3 Total	438	86.4%	9.4%	4.1%	1	→
2010 Region 3 Total	438	87.7%	6.9%	5.4%	3	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,066	64.3%	17.9%	17.8%	2,012	
2014 Environmental Protection Agency	3,773	68.7%	14.8%	16.5%	9	
2014 Region 3 Total	211	70.1%	13.5%	16.4%	0	→
2013 Region 3 Total	282	73.5%	12.9%	13.6%	0	→
2012 Region 3 Total	508	74.2%	13.0%	12.8%	1	→
2011 Region 3 Total	438	72.3%	15.5%	12.3%	1	→
2010 Region 3 Total	440	70.2%	16.6%	13.2%	0	

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,309	61.6%	19.2%	19.2%	4,317	
2014 Environmental Protection Agency	3,728	62.9%	17.7%	19.4%	33	
2014 Region 3 Total	209	66.4%	16.8%	16.9%	1	→
2013 Region 3 Total	279	67.6%	20.1%	12.4%	2	→
2012 Region 3 Total	510	68.7%	16.4%	14.9%	0	→
2011 Region 3 Total	434	71.2%	15.3%	13.5%	5	→
2010 Region 3 Total	438	67.1%	19.2%	13.7%	2	

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	349,672	66.2%	23.1%	10.7%	31,868	
2014 Environmental Protection Agency	3,333	68.5%	22.7%	8.8%	444	
2014 Region 3 Total	191	70.0%	19.6%	10.4%	21	↘
2013 Region 3 Total	251	77.3%	17.7%	4.9%	30	→
2012 Region 3 Total	462	76.8%	18.9%	4.2%	49	→
2011 Region 3 Total	397	76.7%	18.7%	4.5%	41	→
2010 Region 3 Total	401	72.6%	21.6%	5.8%	39	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	379,197	60.5%	20.4%	19.1%	2,159	
2014 Environmental Protection Agency	3,747	60.8%	20.5%	18.7%	22	
2014 Region 3 Total	211	60.5%	21.4%	18.1%	0	→
2013 Region 3 Total	274	67.2%	17.9%	14.9%	3	→
2012 Region 3 Total	511	66.1%	19.9%	14.0%	0	→
2011 Region 3 Total	436	66.1%	19.9%	14.0%	2	→
2010 Region 3 Total	440	63.9%	20.3%	15.8%	0	

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,678	63.1%	19.3%	17.6%	6,028	
2014 Environmental Protection Agency	3,705	65.7%	19.1%	15.2%	78	
2014 Region 3 Total	212	69.6%	17.0%	13.4%	0	→
2013 Region 3 Total	279	73.8%	17.7%	8.5%	2	→
2012 Region 3 Total	510	72.5%	17.0%	10.5%	2	↘
2011 Region 3 Total	431	77.5%	13.4%	9.1%	8	↗
2010 Region 3 Total	436	71.7%	16.3%	12.0%	4	

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,761	75.0%	12.7%	12.2%	
2014 Environmental Protection Agency	3,779	79.9%	9.8%	10.2%	
2014 Region 3 Total	211	77.6%	10.8%	11.6%	→
2013 Region 3 Total	282	84.3%	10.3%	5.4%	→
2012 Region 3 Total	510	84.3%	7.7%	8.0%	→
2011 Region 3 Total	440	83.2%	10.4%	6.4%	→
2010 Region 3 Total	441	83.8%	9.5%	6.6%	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,603	80.2%	10.6%	9.2%	
2014 Environmental Protection Agency	3,777	83.4%	8.6%	8.0%	
2014 Region 3 Total	210	82.8%	9.0%	8.1%	→
2013 Region 3 Total	282	87.5%	6.9%	5.6%	→
2012 Region 3 Total	511	89.0%	5.6%	5.4%	→
2011 Region 3 Total	436	86.0%	9.5%	4.5%	→
2010 Region 3 Total	440	85.6%	8.0%	6.5%	

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,812	77.3%	10.3%	12.4%	
2014 Environmental Protection Agency	3,773	88.1%	6.6%	5.3%	
2014 Region 3 Total	209	93.1%	5.4%	1.6%	↗
2013 Region 3 Total	282	86.8%	8.5%	4.6%	→
2012 Region 3 Total	510	87.5%	6.6%	5.9%	→
2011 Region 3 Total	440	86.1%	7.1%	6.9%	→
2010 Region 3 Total	440	85.9%	7.2%	6.9%	

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,967	65.4%	17.2%	17.4%	
2014 Environmental Protection Agency	3,775	67.7%	15.8%	16.5%	
2014 Region 3 Total	210	66.0%	18.7%	15.3%	↘
2013 Region 3 Total	282	75.5%	17.1%	7.3%	→
2012 Region 3 Total	510	75.0%	15.1%	9.9%	→
2011 Region 3 Total	440	74.4%	15.2%	10.5%	→
2010 Region 3 Total	441	75.6%	14.8%	9.6%	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,129	68.9%	18.6%	12.5%	
2014 Environmental Protection Agency	3,777	71.3%	18.6%	10.1%	
2014 Region 3 Total	211	71.7%	18.8%	9.5%	→
2013 Region 3 Total	278	78.4%	16.9%	4.7%	→
2012 Region 3 Total	507	80.2%	13.5%	6.3%	→
2011 Region 3 Total	439	79.6%	14.6%	5.8%	→
2010 Region 3 Total	439	77.6%	15.8%	6.5%	

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,179	37.5%	25.2%	37.3%	6,901	
2014 Environmental Protection Agency	3,719	31.3%	25.9%	42.8%	48	
2014 Region 3 Total	209	37.5%	25.8%	36.7%	0	→
2013 Region 3 Total	277	42.1%	30.7%	27.2%	1	↘
2012 Region 3 Total	496	52.5%	26.8%	20.7%	8	→
2011 Region 3 Total	434	53.8%	25.5%	20.7%	3	→
2010 Region 3 Total	433	53.3%	26.5%	20.2%	5	

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,007	49.5%	25.5%	25.0%	22,553	
2014 Environmental Protection Agency	3,534	45.2%	26.3%	28.5%	231	
2014 Region 3 Total	197	48.7%	23.2%	28.0%	11	↘
2013 Region 3 Total	259	64.0%	22.8%	13.2%	19	↘
2012 Region 3 Total	481	70.1%	17.8%	12.1%	24	→
2011 Region 3 Total	417	67.3%	21.1%	11.6%	18	→
2010 Region 3 Total	424	66.2%	24.0%	9.8%	14	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,441	63.1%	22.9%	14.0%	21,209	
2014 Environmental Protection Agency	3,432	60.3%	23.2%	16.5%	308	
2014 Region 3 Total	194	63.5%	25.1%	11.3%	14	↘
2013 Region 3 Total	258	76.6%	16.5%	6.8%	20	→
2012 Region 3 Total	481	71.8%	19.0%	9.2%	24	→
2011 Region 3 Total	421	76.0%	17.9%	6.1%	15	→
2010 Region 3 Total	417	73.1%	19.1%	7.8%	20	

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,472	58.2%	21.5%	20.3%	4,914	
2014 Environmental Protection Agency	3,714	55.6%	22.2%	22.2%	39	
2014 Region 3 Total	207	68.9%	13.5%	17.6%	1	→
2013 Region 3 Total	275	68.6%	18.8%	12.5%	1	→
2012 Region 3 Total	497	71.1%	20.0%	8.9%	5	→
2011 Region 3 Total	434	75.1%	15.9%	9.0%	2	↗
2010 Region 3 Total	436	71.1%	18.6%	10.4%	2	

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	351,864	58.0%	25.2%	16.8%	25,427	
2014 Environmental Protection Agency	3,451	56.2%	26.0%	17.7%	307	
2014 Region 3 Total	189	67.5%	17.6%	14.9%	19	→
2013 Region 3 Total	260	67.2%	19.3%	13.5%	18	→
2012 Region 3 Total	474	72.8%	19.5%	7.8%	29	→
2011 Region 3 Total	416	74.1%	18.3%	7.6%	20	→
2010 Region 3 Total	427	71.9%	19.4%	8.7%	11	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Leadership (continued)

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,473	49.9%	23.9%	26.2%	13,214	
2014 Environmental Protection Agency	3,656	48.1%	22.3%	29.6%	104	
2014 Region 3 Total	205	60.0%	14.4%	25.5%	4	→
2013 Region 3 Total	273	58.9%	21.4%	19.6%	6	→
2012 Region 3 Total	490	59.9%	25.2%	14.8%	15	→
2011 Region 3 Total	429	62.6%	22.5%	14.9%	8	→
2010 Region 3 Total	428	59.8%	24.0%	16.2%	8	

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,241	53.5%	24.0%	22.5%	13,338	
2014 Environmental Protection Agency	3,655	54.8%	22.0%	23.2%	105	
2014 Region 3 Total	207	66.6%	16.7%	16.7%	1	→
2013 Region 3 Total	269	67.8%	16.6%	15.6%	7	→
2012 Region 3 Total	490	64.2%	22.1%	13.7%	15	→
2011 Region 3 Total	433	64.9%	21.3%	13.8%	4	→
2010 Region 3 Total	427	63.2%	20.8%	16.0%	7	

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	355,344	56.0%	24.5%	19.4%	22,457	
2014 Environmental Protection Agency	3,597	56.5%	25.3%	18.2%	157	
2014 Region 3 Total	197	61.9%	25.2%	12.9%	9	→
2013 Region 3 Total	259	67.6%	25.5%	6.9%	18	→
2012 Region 3 Total	485	69.6%	23.2%	7.1%	21	→
2011 Region 3 Total	423	71.8%	21.4%	6.7%	12	→
2010 Region 3 Total	423	69.4%	23.8%	6.8%	14	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,771	50.1%	25.1%	24.9%	5,069	
2014 Environmental Protection Agency	3,727	44.6%	26.0%	29.5%	33	
2014 Region 3 Total	207	44.7%	27.7%	27.6%	0	↘
2013 Region 3 Total	278	56.2%	25.1%	18.7%	1	→
2012 Region 3 Total	502	60.5%	22.9%	16.6%	4	→
2011 Region 3 Total	435	63.6%	21.5%	14.8%	2	→
2010 Region 3 Total	427	60.4%	24.6%	15.0%	3	

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	342,150	52.3%	28.3%	19.4%	35,524	
2014 Environmental Protection Agency	3,456	60.8%	25.4%	13.8%	305	
2014 Region 3 Total	195	73.1%	18.3%	8.6%	13	→
2013 Region 3 Total	265	77.2%	19.0%	3.8%	14	→
2012 Region 3 Total	481	76.8%	18.3%	4.9%	27	↗
2011 Region 3 Total	408	72.2%	19.9%	7.9%	28	→
2010 Region 3 Total	412	72.9%	18.4%	8.8%	20	

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,988	48.4%	24.0%	27.6%	
2014 Environmental Protection Agency	3,747	49.0%	22.6%	28.5%	
2014 Region 3 Total	209	57.7%	19.7%	22.6%	→
2013 Region 3 Total	278	56.3%	24.3%	19.4%	↘
2012 Region 3 Total	505	65.1%	20.0%	15.0%	→
2011 Region 3 Total	433	64.2%	21.0%	14.8%	→
2010 Region 3 Total	433	64.6%	22.0%	13.4%	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,120	45.6%	24.5%	29.9%	
2014 Environmental Protection Agency	3,745	42.3%	24.2%	33.4%	
2014 Region 3 Total	207	43.0%	25.8%	31.2%	↘
2013 Region 3 Total	277	58.1%	19.3%	22.6%	→
2012 Region 3 Total	505	58.6%	22.5%	18.9%	→
2011 Region 3 Total	433	60.1%	22.8%	17.1%	→
2010 Region 3 Total	435	59.9%	22.6%	17.5%	

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	373,823	44.6%	24.5%	31.0%	
2014 Environmental Protection Agency	3,729	45.7%	24.6%	29.7%	
2014 Region 3 Total	206	45.0%	24.0%	31.0%	→
2013 Region 3 Total	278	51.6%	26.5%	21.9%	↘
2012 Region 3 Total	502	57.7%	24.1%	18.1%	→
2011 Region 3 Total	433	58.7%	21.8%	19.5%	→
2010 Region 3 Total	434	59.4%	19.3%	21.3%	

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,396	39.6%	30.4%	30.0%	
2014 Environmental Protection Agency	3,739	33.7%	32.1%	34.3%	
2014 Region 3 Total	209	33.0%	35.1%	31.9%	↘
2013 Region 3 Total	275	45.6%	30.3%	24.1%	→
2012 Region 3 Total	504	48.3%	32.2%	19.4%	→
2011 Region 3 Total	434	52.7%	30.2%	17.1%	→
2010 Region 3 Total	431	51.3%	33.0%	15.7%	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,391	33.1%	28.1%	38.8%	
2014 Environmental Protection Agency	3,745	26.5%	29.4%	44.1%	
2014 Region 3 Total	208	29.6%	22.8%	47.7%	→
2013 Region 3 Total	277	28.3%	34.1%	37.5%	↘
2012 Region 3 Total	502	34.8%	30.4%	34.7%	↘
2011 Region 3 Total	429	40.1%	27.3%	32.6%	↗
2010 Region 3 Total	433	35.5%	29.3%	35.2%	

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,483	49.8%	24.3%	25.9%	
2014 Environmental Protection Agency	3,742	43.0%	28.6%	28.3%	
2014 Region 3 Total	209	55.4%	22.2%	22.4%	↗
2013 Region 3 Total	278	45.7%	28.9%	25.4%	↘
2012 Region 3 Total	503	57.1%	24.2%	18.6%	→
2011 Region 3 Total	432	60.4%	26.0%	13.6%	→
2010 Region 3 Total	435	59.7%	25.2%	15.1%	

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,286	64.1%	18.6%	17.3%	
2014 Environmental Protection Agency	3,737	61.0%	19.5%	19.5%	
2014 Region 3 Total	207	65.2%	15.5%	19.3%	→
2013 Region 3 Total	277	72.2%	18.7%	9.1%	→
2012 Region 3 Total	503	75.6%	14.1%	10.2%	→
2011 Region 3 Total	433	77.6%	11.3%	11.1%	→
2010 Region 3 Total	434	74.1%	16.1%	9.8%	

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,805	55.8%	17.9%	26.3%	
2014 Environmental Protection Agency	3,742	62.4%	16.5%	21.1%	
2014 Region 3 Total	208	60.3%	17.9%	21.8%	→
2013 Region 3 Total	278	54.4%	19.1%	26.5%	↘
2012 Region 3 Total	504	61.6%	21.0%	17.4%	→
2011 Region 3 Total	432	65.9%	20.1%	14.0%	↘
2010 Region 3 Total	435	74.3%	13.0%	12.7%	

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,127	54.5%	22.8%	22.7%	
2014 Environmental Protection Agency	3,747	52.1%	23.6%	24.3%	
2014 Region 3 Total	208	57.9%	20.0%	22.1%	→
2013 Region 3 Total	277	64.6%	23.7%	11.7%	↘
2012 Region 3 Total	505	74.1%	15.7%	10.1%	→
2011 Region 3 Total	434	76.1%	15.3%	8.6%	↗
2010 Region 3 Total	432	71.1%	19.2%	9.7%	

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2014 Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
2014 Environmental Protection Agency	3,738	85.4%	3.3%	5.9%	5.4%
2014 Region 3 Total	209	85.8%	4.4%	6.2%	3.6%
2013 Region 3 Total	--	--	--	--	--
2012 Region 3 Total	--	--	--	--	--
2011 Region 3 Total	--	--	--	--	--
2010 Region 3 Total	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2014 Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
2014 Environmental Protection Agency	3,741	1.9%	39.1%	13.2%	22.5%
2014 Region 3 Total	208	1.9%	51.0%	7.8%	11.4%
2013 Region 3 Total	277	0.3%	47.9%	11.3%	10.1%
2012 Region 3 Total	503	0.6%	37.2%	10.3%	12.7%
2011 Region 3 Total	426	0.5%	28.9%	10.6%	14.3%
2010 Region 3 Total	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2014 Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
2014 Environmental Protection Agency	3,741	2.6%	2.3%	4.1%	14.2%
2014 Region 3 Total	208	4.4%	1.0%	4.6%	18.0%
2013 Region 3 Total	277	4.0%	2.2%	4.4%	19.8%
2012 Region 3 Total	503	6.2%	1.9%	7.2%	24.0%
2011 Region 3 Total	426	10.1%	3.3%	10.3%	22.0%
2010 Region 3 Total	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2014 Governmentwide	372,726	33.0%	45.2%	21.8%
2014 Environmental Protection Agency	3,713	67.6%	29.9%	2.5%
2014 Region 3 Total	205	68.3%	29.4%	2.3%
2013 Region 3 Total	276	68.7%	29.5%	1.8%
2012 Region 3 Total	503	72.7%	25.8%	1.5%
2011 Region 3 Total	431	69.8%	28.3%	1.9%
2010 Region 3 Total	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2014 Governmentwide	371,495	28.0%	59.9%	12.2%
2014 Environmental Protection Agency	3,712	39.2%	57.7%	3.1%
2014 Region 3 Total	205	48.8%	48.1%	3.1%
2013 Region 3 Total	275	46.5%	51.9%	1.6%
2012 Region 3 Total	505	53.0%	45.7%	1.3%
2011 Region 3 Total	432	50.6%	47.6%	1.8%
2010 Region 3 Total	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2014 Governmentwide	368,151	14.3%	80.3%	5.4%
2014 Environmental Protection Agency	3,675	12.1%	85.2%	2.7%
2014 Region 3 Total	207	27.1%	71.8%	1.2%
2013 Region 3 Total	272	21.1%	78.5%	0.4%
2012 Region 3 Total	500	23.4%	76.0%	0.6%
2011 Region 3 Total	427	21.7%	76.6%	1.7%
2010 Region 3 Total	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2014 Governmentwide	372,753	3.9%	78.7%	17.4%
2014 Environmental Protection Agency	3,728	4.1%	84.2%	11.7%
2014 Region 3 Total	208	6.6%	75.5%	18.0%
2013 Region 3 Total	277	3.0%	84.5%	12.6%
2012 Region 3 Total	503	5.2%	83.0%	11.8%
2011 Region 3 Total	432	4.9%	86.1%	9.0%
2010 Region 3 Total	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2014 Governmentwide	373,277	2.5%	79.8%	17.7%
2014 Environmental Protection Agency	3,729	3.1%	84.6%	12.3%
2014 Region 3 Total	208	10.9%	80.4%	8.7%
2013 Region 3 Total	276	6.7%	85.0%	8.3%
2012 Region 3 Total	505	11.8%	84.2%	4.0%
2011 Region 3 Total	432	10.1%	85.2%	4.8%
2010 Region 3 Total	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	167,341	76.6%	14.0%	9.5%	7,571	
2014 Environmental Protection Agency	2,878	81.5%	10.2%	8.3%	30	
2014 Region 3 Total	145	89.4%	4.9%	5.8%	1	→
2013 Region 3 Total	193	92.3%	5.5%	2.2%	1	↗
2012 Region 3 Total	301	84.9%	10.1%	4.9%	6	↘
2011 Region 3 Total	229	88.5%	7.8%	3.7%	9	--
2010 Region 3 Total	--	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	138,977	89.1%	7.5%	3.4%	3,202	
2014 Environmental Protection Agency	2,536	92.7%	4.9%	2.4%	22	
2014 Region 3 Total	143	94.3%	2.6%	3.2%	1	→
2013 Region 3 Total	184	95.9%	3.8%	0.3%	6	→
2012 Region 3 Total	361	92.5%	5.1%	2.4%	4	→
2011 Region 3 Total	298	92.4%	5.0%	2.6%	4	--
2010 Region 3 Total	--	--	--	--	--	

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	100,599	79.5%	16.7%	3.8%	7,562	
2014 Environmental Protection Agency	1,349	84.1%	11.4%	4.5%	49	
2014 Region 3 Total	102	88.2%	11.8%	0.0%	1	→
2013 Region 3 Total	124	83.1%	15.7%	1.2%	3	↘
2012 Region 3 Total	260	92.1%	7.5%	0.4%	5	→
2011 Region 3 Total	216	94.2%	5.4%	0.5%	3	--
2010 Region 3 Total	--	--	--	--	--	

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	52,178	74.1%	21.6%	4.3%	8,882	
2014 Environmental Protection Agency	435	74.7%	22.4%	2.9%	75	
2014 Region 3 Total	50	82.3%	17.7%	0.0%	7	→
2013 Region 3 Total	65	82.7%	14.0%	3.3%	2	→
2012 Region 3 Total	115	91.5%	7.5%	0.9%	8	↗
2011 Region 3 Total	96	78.6%	17.1%	4.3%	4	--
2010 Region 3 Total	--	--	--	--	--	

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Work/Life (continued)

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	10,509	71.7%	23.9%	4.4%	4,356	
2014 Environmental Protection Agency	105	80.0%	17.8%	2.2%	56	
2014 Region 3 Total	8	35.6%	43.3%	21.1%	6	--
2013 Region 3 Total	8	88.8%	11.2%	0.0%	2	--
2012 Region 3 Total	22	82.5%	13.4%	4.1%	4	--
2011 Region 3 Total	18	83.9%	16.1%	0.0%	4	--
2010 Region 3 Total	--	--	--	--	--	

*The results for this item only include employees who indicated that they participated in this program.

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	7,385	67.6%	29.5%	2.9%	3,459	
2014 Environmental Protection Agency	90	71.4%	27.2%	1.3%	38	
2014 Region 3 Total	21	83.7%	12.7%	3.6%	4	--
2013 Region 3 Total	16	77.1%	19.3%	3.5%	3	--
2012 Region 3 Total	53	81.9%	16.3%	1.8%	6	➔
2011 Region 3 Total	42	83.3%	14.7%	2.1%	3	--
2010 Region 3 Total	--	--	--	--	--	

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Demographic Questions

Where do you work?

	N	%
Headquarters	4	1.9%
Field	203	98.1%

What is your supervisory status?

	N	%
Non-Supervisor	145	69.7%
Team Leader	30	14.4%
Supervisor	16	7.7%
Manager	5	2.4%
Senior Leader	12	5.8%

Are you:

	N	%
Male	81	38.9%
Female	127	61.1%

Are you Hispanic or Latino?

	N	%
Yes	16	7.8%
No	188	92.2%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	7	3.5%
Black or African American	34	16.9%
Native Hawaiian or Other Pacific Islander	1	0.5%
White	152	75.6%
Two or more races (Not Hispanic or Latino)	7	3.5%

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	8	3.8%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	12	5.7%
Associate's Degree (e.g., AA, AS)	4	1.9%
Bachelor's Degree (e.g., BA, BS)	79	37.8%
Master's Degree (e.g., MA, MS, MBA)	77	36.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	29	13.9%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	2	1.0%
GS 7-12	57	27.4%
GS 13-15	138	66.3%
Senior Executive Service	10	4.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.5%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	10	4.9%
4 to 5 years	12	5.9%
6 to 10 years	25	12.2%
11 to 14 years	20	9.8%
15 to 20 years	18	8.8%
More than 20 years	120	58.5%

Environmental Protection Agency

Region 3 Total

1st Level Trend Report

Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	12	5.8%
4 to 5 years	13	6.3%
6 to 10 years	29	13.9%
11 to 20 years	51	24.5%
More than 20 years	103	49.5%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	160	77.3%
Yes, to retire	10	4.8%
Yes, to take another job within the Federal Government	22	10.6%
Yes, to take another job outside the Federal Government	8	3.9%
Yes, other	7	3.4%

I am planning to retire:

	N	%
Within one year	7	3.4%
Between one and three years	23	11.2%
Between three and five years	28	13.6%
Five or more years	148	71.8%

Self-Identify as:

	N	%
Heterosexual or Straight	174	86.6%
Gay, Lesbian, Bisexual, or Transgender	3	1.5%
I prefer not to say	24	11.9%

What is your US military service status?

	N	%
No Prior Military Service	189	92.6%
Currently in National Guard or Reserves	1	0.5%
Retired	4	2.0%
Separated or Discharged	10	4.9%

Environmental Protection Agency
Region 3 Total
1st Level Trend Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	12	5.8%
No	194	94.2%

What is your age group?

	N	%
25 and under	3	1.4%
26-29	4	1.9%
30-39	35	16.3%
40-49	46	21.4%
50-59	96	44.7%
60 or older	31	14.4%